

## Communications Companies: What Could Go Wrong?

A former female employee brought a hostile work environment lawsuit against the company's subcontractor. The plaintiff sued the subcontractor, the company and governmental entities that funded the project in question. The matter settled for **\$21,000**.

A former employee sent an attorney demand letter and filed an EEOC charge alleging wrongful termination because of age discrimination. Parties settled for **\$76,000**, prior to the filing of a position statement.

Two former Caucasian employees brought claims for associational discrimination and retaliation when they were terminated after complaining about the insured's alleged failure to hire African American employees. The matter has not settled, but defense costs have exceeded **\$600,000**.

A lawsuit was filed on behalf of an office manager and a purported class alleging that the advertising firm, did not compensate employees for job-related expenses and overtime. The office manager, as the lead plaintiff, alleged retaliation, including wrongful discharge, as a result of his request for reimbursement of certain expenses and overtime inquiries. More than **\$600,000** was spent to settle the claim, including a settlement payment of **\$425,000**.

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\*AM Best rating affirmed December 3, 2021

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